
Teacher and Administrator Evaluation Policy 5.201

The Background:

T.C.A. § 49-13-111(a)(2) states that a charter school must “meet the same performance standards and requirements adopted by the state board of education for public schools” and State Board Rule 0520-14-02-.01 states that charter schools shall not be granted a waiver from requirements related to teacher evaluation. State Board Policy 5.201 sets forth the requirements for teacher observations by state-approved models and allows charter schools or charter management organizations to propose alternate observation models for the purpose of meeting state teacher observation requirements.

This item includes two charter school proposals for alternate observation models to be added to Appendix B of this policy. Charter schools or charter management organizations, if applicable, may propose an alternate observation model via the following process:

1. A proposal shall be submitted to the Department by January 15 of the year prior to implementation.
2. Each proposal shall include the proposed observation rubric, evidence that the proposed model meets the minimum requirements for alternate observation models, and the research base for the particular model.
3. The Department shall review the proposed model and shall recommend to the State Board either approval or denial of the model.

Alternate Models Recommended for Approval:

Charter School	Observation Model
Emerald Charter Schools	Teacher Development and Evaluation
Gestalt Community Schools	GCS Leverage Leadership Principal Evaluation Rubric

Fiscal Analysis Impact:

T.C.A. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education. This item has no fiscal impact on an LEA. If a charter management organization or charter school chooses to use an approved alternate observation model, the charter school may incur additional costs associated with that model.

Policy Justification:

T.C.A. § 4-5-230 requires that justification for adopting an item as a policy instead of a rule be submitted to the chair of the Government Operations Committee. This item is proposed to be adopted as a policy because it defines or explains the meaning of a statute or rule and/or concerns only the internal management of state government that does not affect private rights or privileges.

The Recommendation:

The Department of Education recommends acceptance of this item on first reading. The SBE staff concurs with this recommendation